

Exhibit 11

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From: Natalie Kessler [nkessler@adobe.com]
Sent: Tuesday, June 17, 2008 3:19 PM
To: DL-TA NA Recruiters
Cc: DL-TA WW Recruiters
Subject: Off-Limit List
Attachments: Talent Acquisition-Offlimit Companies.pdf

Hi team,

Attached is the revised list of off-limit companies that we can recruit from. Nuance and Synopsys have been taken off the list (NA team: I also removed them as off-limits in FiFi).

Best,
Nat

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**Talent Acquisition**  
**Companies that are off limits**  
 (Updated: June 17, 2008)

| Company                 | Notes                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Apple                   | Do not pro-actively solicit candidates from Apple. However, if a candidate from this company applies to a position, you can pursue.                                                                                                                                                                                                                                                     |
| Bell Canada             | Do not hire candidates from Bell Canada until further notice.                                                                                                                                                                                                                                                                                                                           |
| EFI                     | Do not pro-actively solicit candidates from EFI. However, if a candidate from this company applies to a position, you can pursue.                                                                                                                                                                                                                                                       |
| EMC                     | Do not pro-actively solicit candidates from EMC. However, if a candidate from EMC applies to a position, you can pursue.                                                                                                                                                                                                                                                                |
| New Toronto Group (NTG) | Do not pro-actively solicit candidates from NTG. However, if a candidate from this company applies to a position, you can pursue.                                                                                                                                                                                                                                                       |
| SoftChoice              | Do not pro-actively solicit candidates from SoftChoice. In the past we have hired a number of people from SoftChoice which is Adobe's 5th largest reseller. With the growth in in-side sales we have just hired another 3 in the last year. So in the last few years we have hired about 7 people from Softchoice. We need this to settle a bit. We will revisit this after Q1 of 2008. |
| SAP                     | Do not pro-actively solicit candidates from SAP. However, if a candidate from this company applies to a position, you can pursue.                                                                                                                                                                                                                                                       |
| Syncroquest             | This company is based in the Ukraine. An absolute do-not-call/do-not-hire list. This is a company we are partnering with. As such, we agreed to a written no-hire/no-recruit agreement.                                                                                                                                                                                                 |

**Note: Nuance and Synopsys have been taken off the list**

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